ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET

Date: October 9, 2023

Subject: RISD Professional Development Plan 2023-2024

Administrator Responsible: Diana L. Silvas

Position: Deputy Superintendent

A. Purpose of Agenda Item:
☐ Information Only   ☒ Action Needed

B. Authority for this Action:
☐ Local Policy _____   ☐ Law or Rule _____

C. Strategic Objective, Goal, or Need Addressed: Discuss and consider approval of the Robstown ISD Professional Development Plan 2023-2024

D. Summary:
The Superintendent shall recommend the District's professional development plan for all District employees. The Board shall annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and annually approve the District's professional development plan. The District's professional plan must:
Be guided by the SBEC clearinghouse training recommendation; Note any difference in the District's plan from the clearinghouse recommendations, and Include a schedule of the required professional development for District employees.

E. Alternatives Considered:
F. Comments Received:
G. Administrative Recommendation:
That the board approve the administration's recommendation to approve RISD's Professional Development Plan for the 2023-2024 school year.

H. Fiscal Impact and Cost: General Operating Fund, TCLAS, ESSER, Title I, Title II

I. Monitoring and Reporting Time Line:

ROBSTOWN INDEPENDENT SCHOOL DISTRICT
Required Compliance Training
2023-2024

Teachers + others with a SBEC certification (Librarians, Sp.Ed. Personnel, Counselors, and Nurses)

- Anaphylaxis and Auto-Injectors (Food Allergies)
- Bloodborne Pathogens
- Bullying Prevention for Administrators, Teachers, and Staff
- Child Abuse, Sexual Abuse and Maltreatment of Children
- Concussions – Everything You Need to Know (Concussion Oversight Team Only)
- Copyright Law
- Cyber Security Training
- FERPA (Student Records)
- Human Trafficking of School-Aged Children
- Individuals with Disabilities Educational Act (IDEA)
- Laws Governing the Rights of Students with Disabilities
- Section 504
- Seizure Training for School Personnel
- Sexual Harassment
- Substance Abuse
- Suicide Prevention
- Teen Dating Violence Prevention (Middle & High School Personnel)
- Texas Educator's Code of Ethics
- Trauma and Trauma-Informed Care
- Use of Timeouts (All Campus Personnel who implement timeout based accommodations based on a student's IEP or BIP)
- Use of Restraints (All Sp. Ed. Personnel & other Campus Personnel likely to use restraint)

Directors, Principals, Campus , and District Administrators

- Must complete all teacher training
- Concussions – Everything You Need to Know

Teaching Assistants & Security Guards

- Anaphylaxis and Auto-Injectors (Food Allergies)
- Bloodborne Pathogens
- Bullying Prevention for Administrators, Teachers, and Staff
- Child Abuse, Sexual Abuse and Maltreatment of Children
- Copyright Law
- Cyber Security Training
- FERPA (Student Records)
- Human Trafficking of School-Aged Children
- Individuals with Disabilities Educational Act (IDEA)
- Laws Governing the Rights of Students with Disabilities
- Seizure Training for School Personnel
- Sexual Harassment
- Substance Abuse
- Suicide Prevention
- Teen Dating Violence Prevention (Middle & High School Personnel
- Texas Educator's Code of Ethics
- Trauma and Trauma-Informed Care
- Use of Timeouts (All Campus Personnel who implement timeout based accommodations based on a student's IEP or BIP)
- Use of Restraints (All Sp. Ed. Personnel & other Campus Personnel likely to use restraint)

Clerks and Secretaries

- Bloodborne Pathogens
- Bullying Prevention for Administrators, Teachers, and Staff
- Child Abuse, Sexual Abuse and Maltreatment of Children
- Copyright Law
- Cyber Security Training
- FERPA (Student Records)
- Human Trafficking of School-Aged Children
- Individuals with Disabilities Educational Act (IDEA)
- Laws Governing the Rights of Students with Disabilities
- Sexual Harassment
- Substance Abuse
- Suicide Prevention
- Texas Educator's Code of Ethics
- Trauma and Trauma-Informed Care

Child Nutrition

- Bloodborne Pathogens/or Spanish- Bloodborne Pathogens
- Bullying Prevention for Administrators, Teachers, and Staff/ or Spanish- Bullying Prevention
- FERPA (Student Records)/ or Spanish- FERPA
- Human Trafficking of School-Aged Children
- Individuals with Disabilities Educational Act
- Laws Governing the Rights of Students with Disabilities
- Sexual Harassment/ or Spanish- Sexual Harassment
- Substance Abuse
- Suicide Prevention
- Texas Educator's Code of Ethics
- Civil Rights Training

Custodial Staff, M&O, and Transportation

- Bloodborne Pathogens/ or Spanish- Bloodborne Pathogens
- Bullying Prevention for Administrators, Teachers, and Staff/ or Spanish- Bullying Prevention
- FERPA (Student Records)/ or Spanish- FERPA
- Human Trafficking of School-Aged Children
- Individuals with Disabilities Educational Act (IDEA)
- Laws Governing the Rights of Students with Disabilities
- Seizure Training for School Personnel
- Sexual Harassment/ or Spanish- Sexual Harassment
- Substance Abuse
- Suicide Prevention
- Texas Educator's Code of Ethics
- Hazardous Chemicals

Required Future Training – Training will be assigned to appropriate staff.

- Stop the Bleed (TBD)

Robstown ISD Compliance Certificates are to be uploaded into Eduphoria by November 3, 2023.
Individuals may be required to complete other required trainings dependent on their assignment and changes in law.
Please print out any certificates or transcripts from the online training. Texas State Law requires educators to keep their own training records. Always maintain copies of your own files.

Clearinghouse

Professional Development Best Practices: Effective Schools Framework

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
1. Suicide Prevention	• 21.451(d)(3)(A) and (d-1)(1)(A) for the frequency and population, and (d-2) for the program/content • 21.451(d-1)(1)(B) and 38.351 states that training programs are to be developed by the agency in coordination with the Health and Human Services Commission and Education Service Centers • 38.351(h) states school districts to provide suicide prevention training (minus elementary campuses if sufficient funding not available) • 21.451(d-1)(2) states that the training may include two or more topics listed together	Suicide Prevention, Intervention and Postvention	School counselors, teachers, nurses, administrators, and other staff as well as law enforcement officers and social workers who regularly interact with students.	• **Job embedded or as part of a professional learning community** **OR** • ***Annually**
2. Strategies for establishing and maintaining positive relationships among students, including conflict resolution	• 21.451(d)(3)(B) and (d-1)(1)(A) for the frequency and population and (B) for the program/content • 38.351 states that training programs are to be developed by the agency in coordination with	Building Skills Related to Managing Emotions, Establishing and Maintaining	Teachers, school counselors, principals, and all other appropriate personnel.	• **Job embedded or as part of a professional learning community** **OR**

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
	the Health and Human Services Commission and Education Service Centers • 21.451(d-1)(2) states that the training may include two or more topics listed together	Positive Relationships, and Responsible Decision-Making		• *Annually
3. Preventing, identifying, responding to, and reporting incidents of bullying	• 21.451(d)(3)(C) and (d-1)(1)(A) for the frequency and population and (B) for the program/content • 38.351 states that training programs are to be developed by the agency in coordination with the Health and Human Services Commission and Education Service Centers • 21.451(d-1)(2) states that the training may include two or more topics listed together	Positive Youth Development Bullying and Cyberbullying	Teachers, school counselors, principals, and all other appropriate personnel.	• Job embedded or as part of a professional learning community OR • *Annually
4. Safety training program	• 33.202(b) for the frequency and population and (c) for the certification of participants and the content. • (a) requires the UIL to develop the program	UIL Safety Training	Coaches, trainers, sponsors for an extracurricular activity, director responsible for school marching band.	• Job embedded or as part of a professional learning community OR • *Annually
5. Increasing awareness of issues regarding sexual abuse, sex trafficking, and other	• 38.0041(c)(1)(A) for the frequency and (B) population. (2) for the program/content • 38.0041(a) requires each district and charter school to adopt a	Human Trafficking	All employees Part of new employee orientation.	• Job embedded or as part of a professional learning community

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
maltreatment of children	policy **to** be included in the district improvement plan and (b)(1) requires that policy to include methods using resources developed by the agency under 38.004. • 38.004 states that the agency shall develop and update a child abuse training program.			*OR* • *Annually
6. **Increasing awareness and implementation of trauma-informed care**	• 38.036(c)(1)(B) and (C) for frequency, and 38.036(d) for population • 38.036(c)(1) and 38.351 state that training programs are to be developed by the agency in coordination with the Health and Human Services Commission and Education Service Centers	**Grief Informed and Trauma Informed Training**	All staff in the school district. **Part of new employee orientation.**	• Job embedded or as part of a professional learning community *OR* • *Annually
7. **Administration of an epinephrine auto-injector**	• 38.210(b)(1) and (2) for program content and format and (3) for frequency. • states that if a district or charter school or private school adopts a policy under 38.208(a), they are responsible for the training, and points to (c) which states that the Health and Human Services Commission, with advice from the Texas Dept of State Health Services appointed committee in	**Epinephrine Auto-Injector Training**	School personnel and volunteers who are authorized and trained.	• Job embedded or as part of a professional learning community *OR* • *Annually

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
	38.207 (38.202 role and composition of the committee) which states that they advise on the training required, must develop rules regarding maintenance and administration of epinephrine injectors, and that the rules must state the amount of training required for school personnel.			

Clearinghouse section:

Texas Constitution and Statutes: For the complete language of the statutory provisions listed above, see Texas Constitutions and Statutes.

Additional Resources: TASB School District Training Chart, Texas School Mental Health Toolkit, Texas Model for Comprehensive School Counseling, 5th edition, Criteria for Success in Job Embedded Professional Development.

Continuing Professional Education Requirements: Continuing Professional Education Information

*Although several organizations recommended annual training in this topic, they did not submit research or supporting evidence supporting the recommendation.

ROBSTOWN INDEPENDENT SCHOOL DISTRICT
Igniting brilliance, transforming lives, empowering generations.

Robstown ISD Professional Development Plan
2023 - 2024

Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
Assessment & Accountability (Including Test Administrator Training, TELPAS, STAAR, STAAR Alt 2)	District Administrators, Campus Administrators, Campus Testing Coordinators, Curriculum Specialists, Teachers	District Testing Coordinator, ESC 2, Lead4ward	Ongoing
AVID	Campus Administrators, AVID Elective Teachers, Teachers	AVID & Robstown ISD AVID Coordinator	Ongoing
Budget Overview & Activity Purchase Order Process	District and Campus Administrators	Chief Financial Officer	Fall & Spring Semester
CLI & PK Updates (30 Hours)	PK Teachers	Respective Vendor & Curriculum Specialists	Ongoing (Required to complete 30 hours)
Crisis Prevention Institute (CPI Training)	Transportation, Special Education Staff, Campus Administrators	RISD CPI Instructors	Annually (Fall Semester)
Customer Service Overview	Campus Receptionists and Clerical Staff	Coordinator of Human Resources and Public Relations	Annually
English as a Second Language (ESL)	ESL Teachers, JH & HS English Teachers	ESC 2 & Director of Federal & State Programs	Annually
Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
Foster Care & McKinney Vento	Receptionists	District Social Workers	Annually
High Quality Instructional Materials (HQIM) Planning & Support: (Eureka, Carnegie, Amplify)	Campus Administrators, Curriculum Specialists. Teachers	ESC 2, Curriculum Specialists	Ongoing
GT Training (30 - Hour and 6 - Hour Update)	Campus Administrators, Teachers	RISD GT Curriculum Specialist	Annually (Fall Semester)
High Intensity Tutorial Software (Amplify, Zearn)	Campus Administrators, Curriculum Specialists, Tutors, Teachers	ESC 2, Assistant Superintendent for Teaching & Learning, Curriculum Specialists	Ongoing

Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
INSPIRE Academy (New Teacher Academy)	New Teachers to RISD	Director of Instructional Initiatives and Innovation, Curriculum Specialists	Ongoing (Monthly)
Instructional Programs (i.e. Imagine Math, Amplify, STEMscopes, Study Island, Progress Learning)	Assistant Superintendent for Teaching & Learning, Director of Instructional Initiatives and Innovation, Campus Administrators, Curriculum Specialists, Teachers, Teacher Assistants	Respective Vendors, Instructional Technology Specialist, Curriculum Specialists	As Needed
Instructional Technology Software & Tools (i.e. Pear Deck, Kami)	District Administrators, Campus Administrators, Curriculum Specialists, Teachers, Teacher Assistants	Instructional Technology Specialist	As Needed
Internal Protocols on Reporting Child Abuse & Human Trafficking	All District Staff	District Social Workers	Annually
Mental Health Awareness (First Aid)	All District Staff	District Social Workers	Fall & Spring Semester
Reading Academy	District Administrators, Curriculum Specialists, Campus Administrators, K - 3rd Grade Teachers	ESC 2	Ongoing (Monthly)for those that need for complete
Professional Development Topic	**Required Personnel**	**Responsible Party/ Presenter(s)**	**Recommended Frequency**
Required Compliance Trainings	All District Staff	ESC 10	See Separate Document
Restorative Practices	All District Staff	District Social Workers	Ongoing
Safety & Security: Door Sweep Policies & Procedures	District Administrators & Campus Administrators	Director of Safety & Security	Annually & As Needed
Safety & Security Emergency Operations Plan	All District Staff	Emergency Teams	Annually & As Needed
Safety & Security: Raptor Overview (Emergency Management System)	All District Staff	Director of Safety & Security & Instructional Technology Specialist	Annually & As Needed
Safety & Security:	All District Staff	Director of Safety &	Annually

		Security, Emergency Teams & Instructional Technology Specialist	
Sheltered Instruction	ESL Teachers	ESC 2	Annually
Special Education: Accommodations & Modifications	Special Education Staff	Diagnosticians & Director of Special Education	Annually & As Needed
Special Education: IEP's	Special Education Staff	Director of Special Education, Diagnosticians & Behavioral Specialist	Annually
Special Education: FBA's & BIP's	Special Education Staff	Director of Special Education, Diagnosticians & Behavioral Specialist	Annually
Special Education: MSB	Special Education Staff	Respective Vendor	Annually
Stop the Bleed	All District Staff	District Nurse, Trainer	Annually

Professional Development Topic	Required Personnel	Responsible Party/ Presenter(s)	Recommended Frequency
Student Discipline & Student Code of Conduct	District Administrators, Campus Administrators, Counselors, & Teachers	District & Campus Administrators	Annually
Threat Assessment: Local Protocols	Campus Threat Team Members	District Social Workers	Annually
Threat Assessment: Behavior Threat Assessment	Campus Threat Team Members	Texas School Safety Center @ Texas State	Required once by every threat team member
Trauma Informed Classroom	All District Staff	Consultant & District Social Workers	Annually
UIL Safety Training	Coaches, Trainers, Band Directors, Sponsors of Extracurricular Activities	UIL	Annually

Work - Based Learning	CTE Teachers	TEA	Annually

Note:
Professional development opportunities are provided based on campus and teacher needs, as they align with District and Campus goals and objectives.